

Handout 6.3

Noncoaching Culture or Coaching Culture?

Place your PLC on each of the continuums.

N						C
Every PLC in the school continually completes the same activities. Classrooms are expected to look the same.						Members welcome diversity as a tool for making better decisions and use a framework such as type to communicate more clearly and understand other viewpoints.
N						C
The PLC focus is on student test gains with no consideration of professional development effectiveness. Data are limited to test results and behavior.						Members can ask questions, share beliefs, challenge ideas, and disagree with each other as part of their mutual commitment to adult learning and improved student achievement.
N						C
PLC activities are restricted to reading, study, and discussion with no accountability for classroom implementation.						Sharing examples of what did not go well in classrooms becomes as natural as sharing what went well.
N						C
Educators seldom reflect upon, document, or revisit decisions.						The team takes time to debate and define problems before deciding how to solve them. They know how to reach consensus.
N						C
Teachers share superficially and avoid questioning each other's practices.						Conflict becomes a source of renewal—members know how to handle it and use it as a context for learning and for exchanging opinions for knowledge.
N						C
PLC time consists of sharing of opinions without outside resources such as books, expert information, research results, or the actions of other teams.						Members are willing to admit when they do not know the answers—only then can PLCs recognize when they need outside assistance to help all students achieve.
N						C
Attendance is sporadic. Teachers either do not find the meetings valuable, or they lack trust.						Members welcome being held accountable to use what they learned and share student results with the team.
N						C
No one can articulate the goals or purpose of the PLC.						Members recognize and respect that there may be many paths to the same end, but they are willing to sacrifice individuality if it interferes with the needs of the group.

Reflect for a moment on the information. Which term describes your team best? Circle one:

Noncoaching

Coaching